BeHERENV
Behavioral Health Education, Retention, & Expansion Network of Nevada

Nevada Behavioral Health Workforce: Technical Assistance Needs Assessment

Findings from a statewide survey of behavioral health professionals

August 2026

ABOUT BeHERE NV

The Behavioral Health Education, Retention, & Expansion Network of Nevada is a statewide initiative focused on building a strong, supported, and sustainable behavioral health workforce.

Our mission is to strengthen Nevada's behavioral health systems by supporting the people who provide care across our communities.

EXECUTIVE SUMMARY

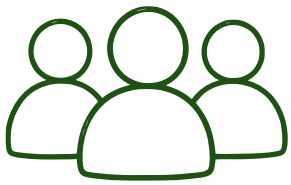
The BeHERE NV Technical Assistance (TA) Needs Assessment was conducted to identify the training, resource, and support needs of Nevada's behavioral health workforce. Findings will inform future technical assistance efforts and program planning.

89

Completed Surveys

17

Counties Served



Multiple

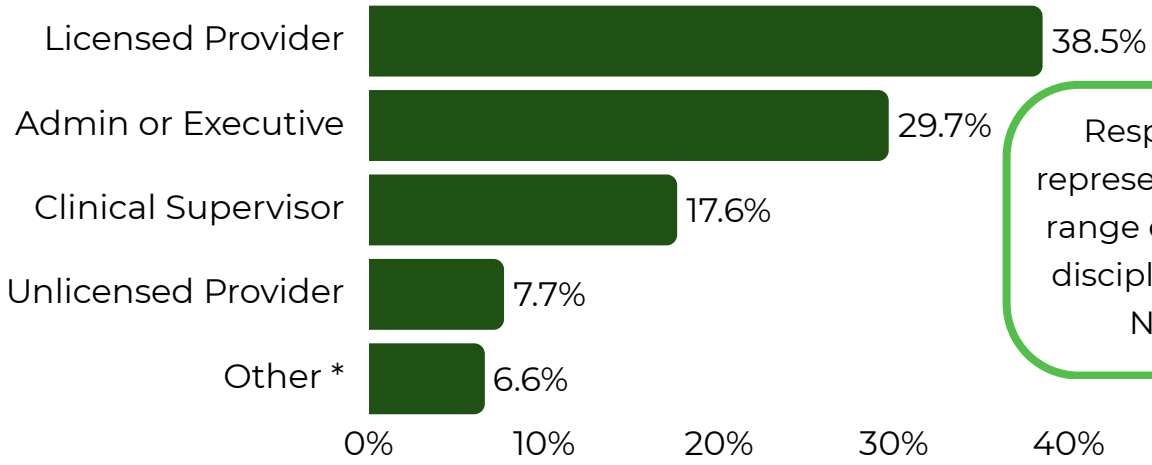
Roles and Disciplines

KEY TAKEAWAYS

1. **Providers are navigating complex and changing systems**
2. **Access to clear, practical support is a major need**
3. **Workforce capacity & supervision remain critical barriers**
4. **TA needs vary by geography and organization**

1. WHO RESPONDED?

RESPONDENT ROLE



Respondents represented a wide range of roles and disciplines across Nevada

* Other: prevention, case management, education, intern/student

DISCIPLINE / AREA (Top 5)

Substance Use Counseling	27.5%
Other *	22%
Marriage & Family Therapy	17.6%
Social Work	16.5%
Psychology	7.7%

* Other: administration, prevention, case management, multiple disciplines

ORGANIZATION TYPE (Top 5)

Addiction Treatment	47.3%
Community Mental Health	34.1%
Nonprofit Provider	28.6%
Private Practice	27.5%
State or Local Government	19.8%

POPULATIONS SERVED (Top 5)

89%
With Mental Health Conditions

81.3%
Experiencing Addiction

72.5%
LGBTQ+ Individuals

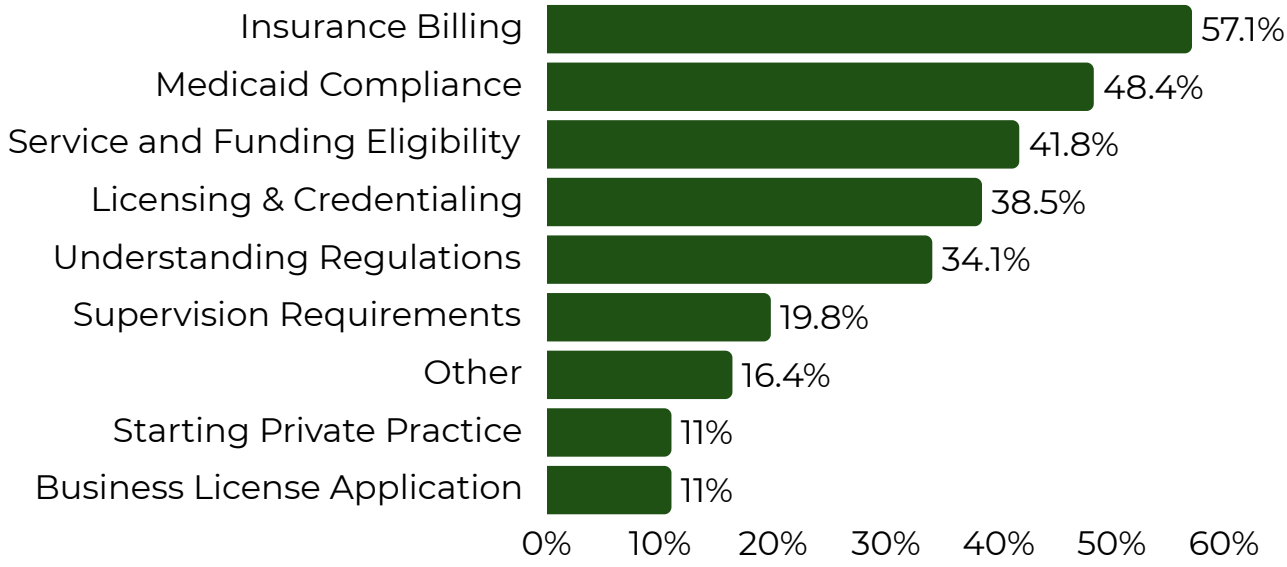
70.3%
Impacted by Justice System

62.6%
Children and Youth

2. BUSINESS CHALLENGES

Respondents were asked to identify the business-related challenges their organization has faced in the past 1 - 2 years.

MOST FREQUENTLY REPORTED CHALLENGES



Open-ended responses confirmed similar challenges.

"Reimbursement rates are laughably low, to the point that we have regularly considered closing up altogether for the past two-plus years. It is not profitable and we cannot compete with government or hospital salaries."

"Over the past two years, one of the most significant challenges has been navigating the administrative and operational barriers of Medicaid and Managed Care Organization (MCO) participation."

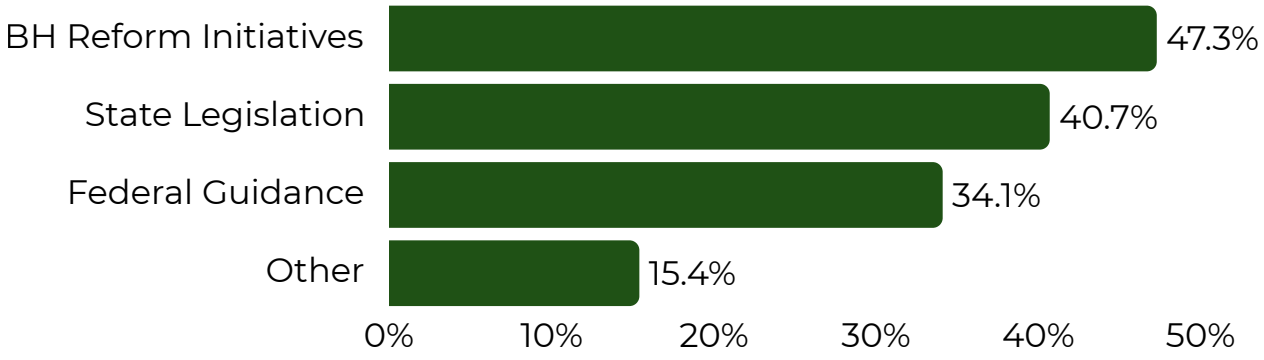
WHAT WE HEARD

Respondents highlighted insurance billing, Medicaid compliance, services/funding eligibility, and regulatory compliance as key challenges, with many also citing low reimbursement rates and administrative burdens as barriers to sustainability.

3. POLICY CHALLENGES

Respondents identified policy-related challenges and issues that have affected their work or organization in the past 1 - 2 years.

MOST FREQUENTLY REPORTED CHALLENGES



Open-ended responses confirmed similar challenges.

"The state has a lack of understanding when it comes to state and federal policies which impacts the way they implement and oversee programs."

"Understanding the Mental Health Crisis Statutes and how to interpret the language."

"I cannot find policy initiatives that I hear referenced by state officials. Specifically a lack of information about the children's behavioral health innovation plan."

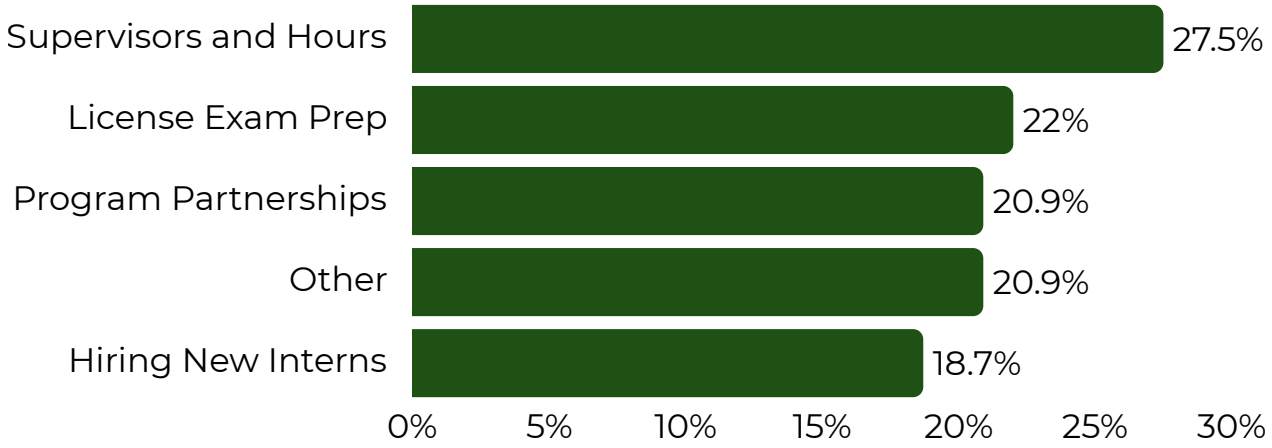
WHAT WE HEARD

Respondents identified behavioral health reform initiatives, state legislation, and interpreting federal guidance as key policy challenges, with many noting confusion, limited information, and difficulty interpreting and implementing policy changes.

4. SUPERVISION CHALLENGES

Respondents indicated supervision-related issues impacting interns, pre-licensed professionals, and supervisors encountered in the last 1 - 2 years.

MOST FREQUENTLY REPORTED CHALLENGES



Open-ended responses confirmed similar challenges.

"The criteria for being a supervisor and thus supervising Marital and Family interns is a barrier and requires a national MFT organization criteria for supervisors for professionals licensed in clinical social work, substance abuse counseling, and clinical psychology from being authorized to provide supervision."

"Local test prep would be helpful for all clinical licensures."

"Limited licensed clinical supervisors"

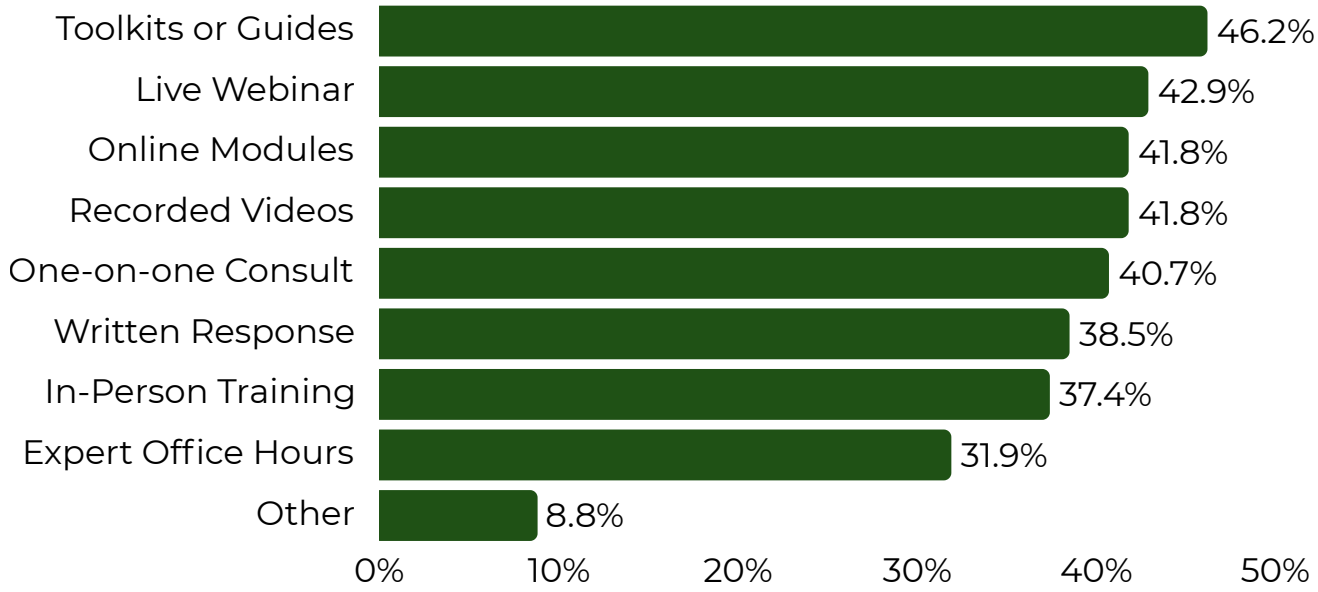
WHAT WE HEARD

Respondents highlighted finding qualified supervisors and gaining required hours as the top supervision challenges. Open-ended feedback emphasized limited access to clinical supervisors and barriers to meeting supervision requirements.

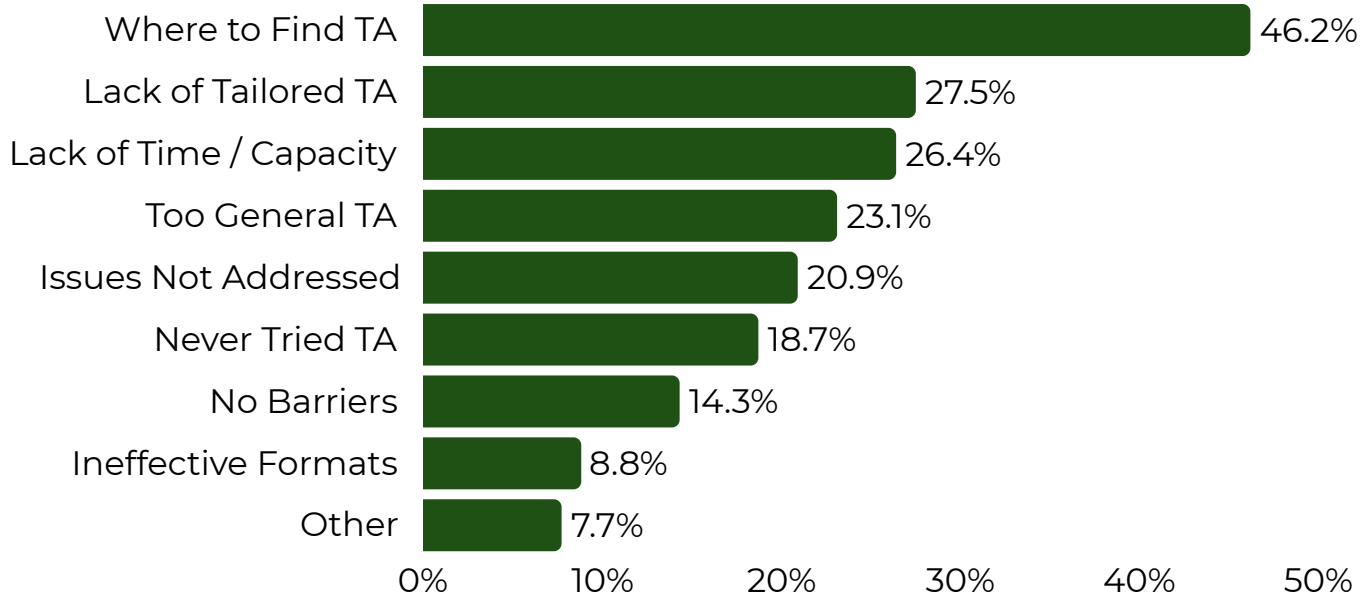
5. TECHNICAL ASSISTANCE NEEDS

In addition to key challenges, respondents identified barriers to accessing TA or benefiting from support and preferred TA formats.

PREFERRED TA FORMATS



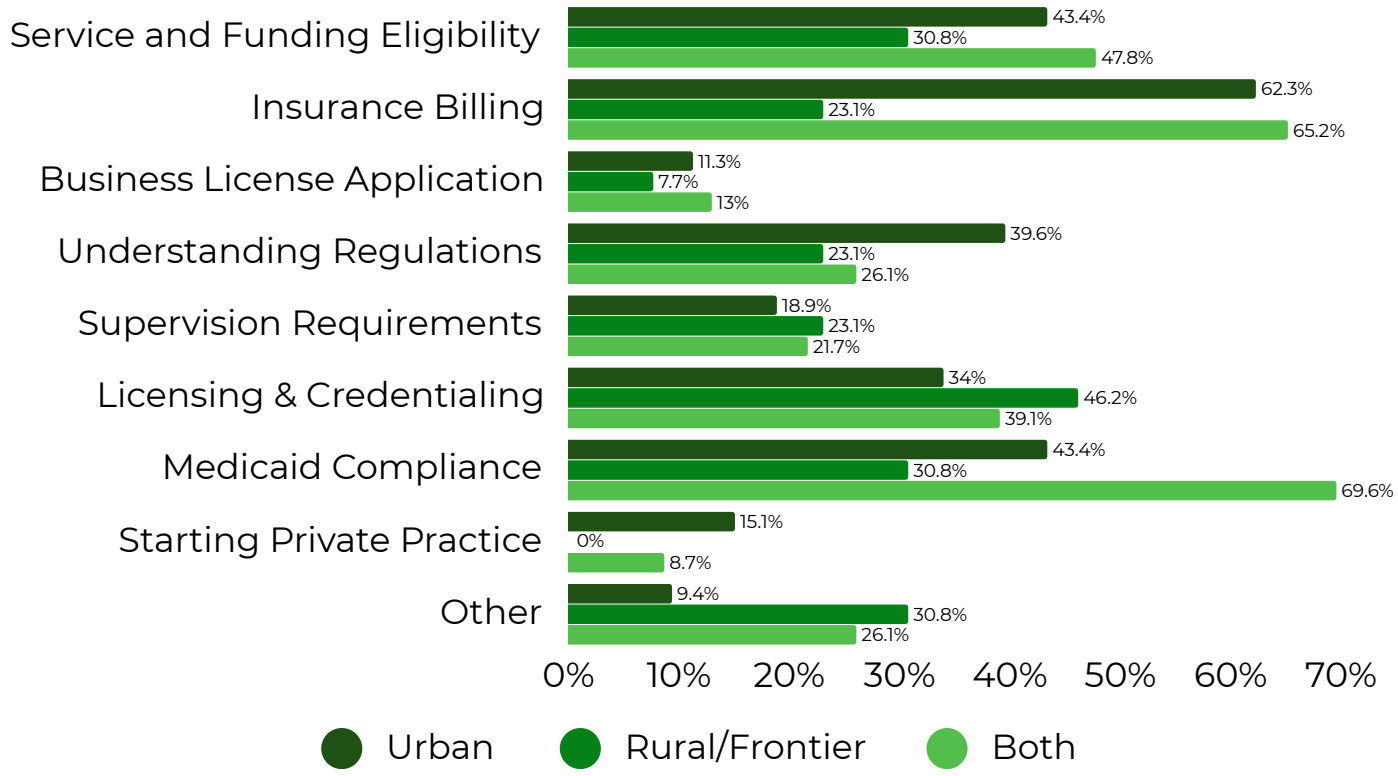
BARRIERS TO ACCESSING TA



6. RURAL/FRONTIER VS. URBAN

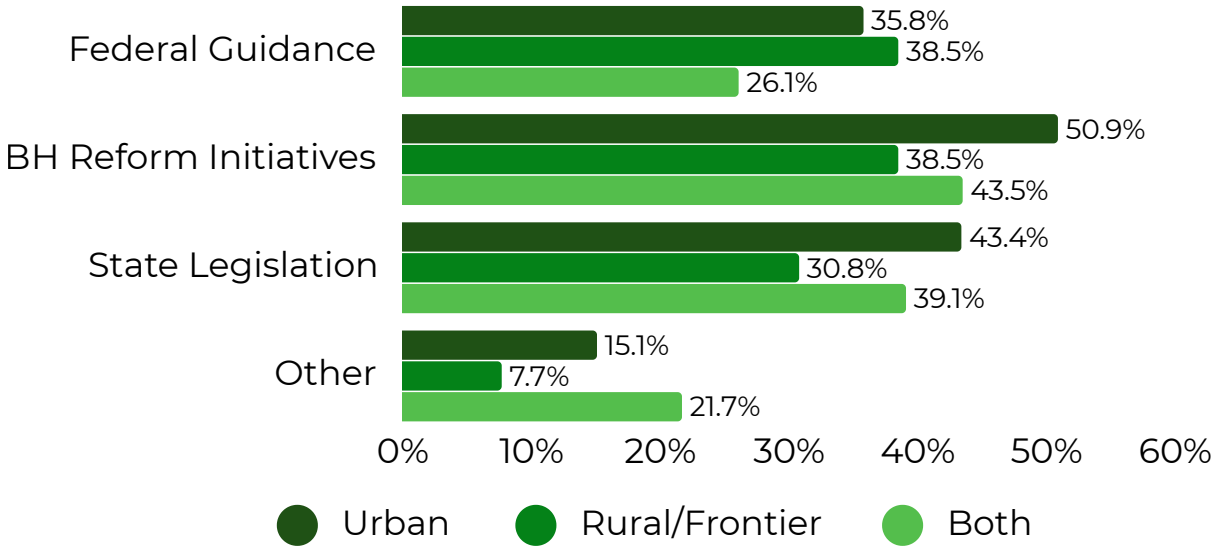
The following findings highlight how responses differ among respondents serving only rural/frontier communities, only urban communities, and those serving in both geographic designations.

BUSINESS CHALLENGES



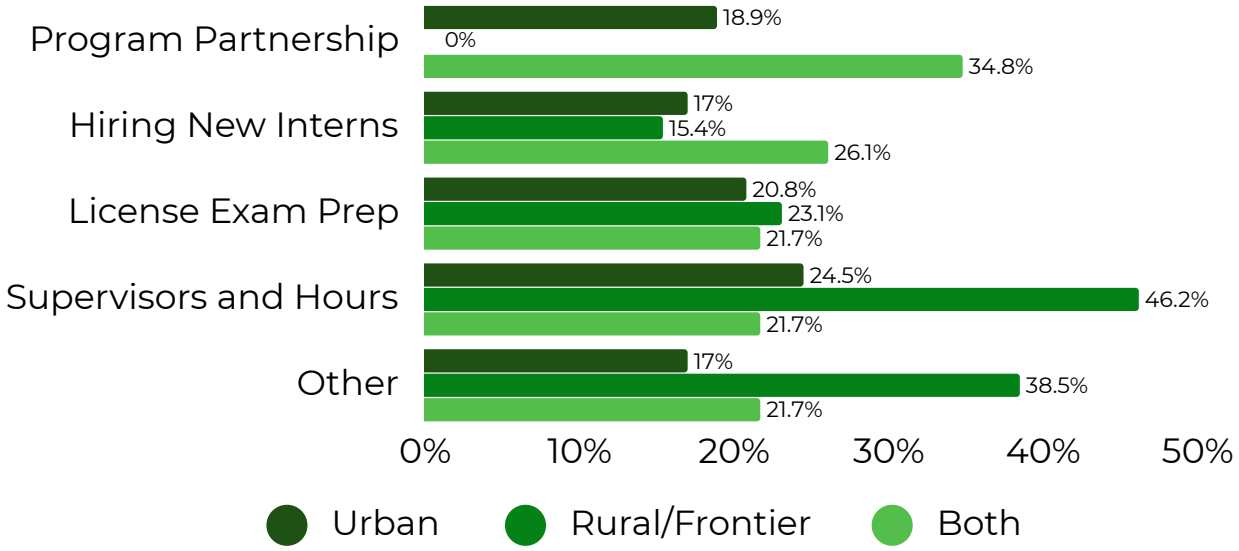
Urban-only organizations most frequently identified insurance billing (62.3%) as a business challenge, while licensing and credentialing (46.2%) was most frequently reported among rural/frontier-only organizations. Among organizations serving both areas, Medicaid compliance (69.6%) was the most frequently reported challenge. When rural/frontier-serving organizations were combined (rural/frontier only and both), they were significantly more likely than urban-only organizations to report other business challenges ($\chi^2(1) = 5.52$, $p = .019$), suggesting possible experience of additional or more context-specific business challenges.

POLICY CHALLENGES



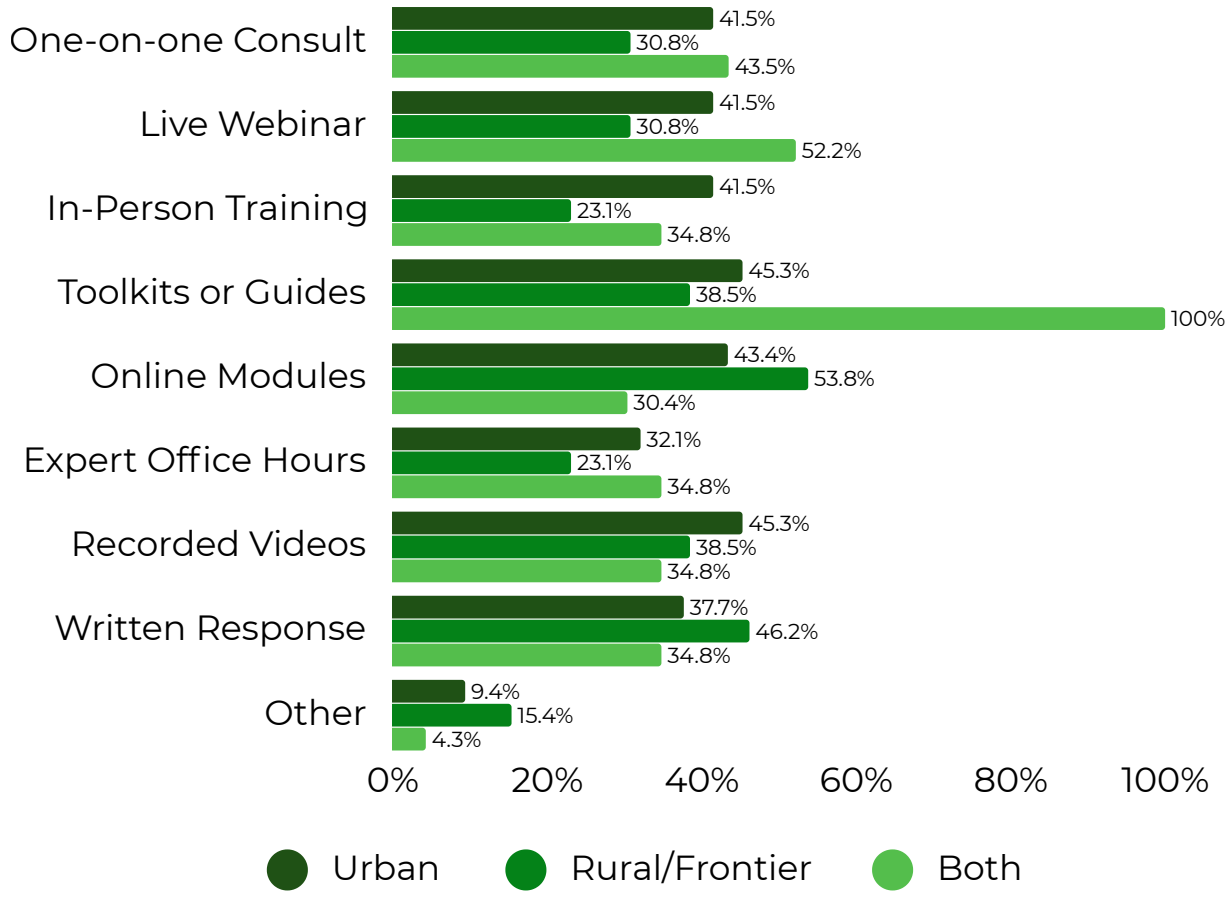
Understanding behavioral health reform initiatives was the most frequently reported challenge across all organization types (urban-only: 50.9%; rural/frontier-only: 38.5%; both urban and rural/frontier: 43.5%). Among rural/frontier-only organizations, interpreting federal guidance was equally common (38.5%).

SUPERVISION CHALLENGES



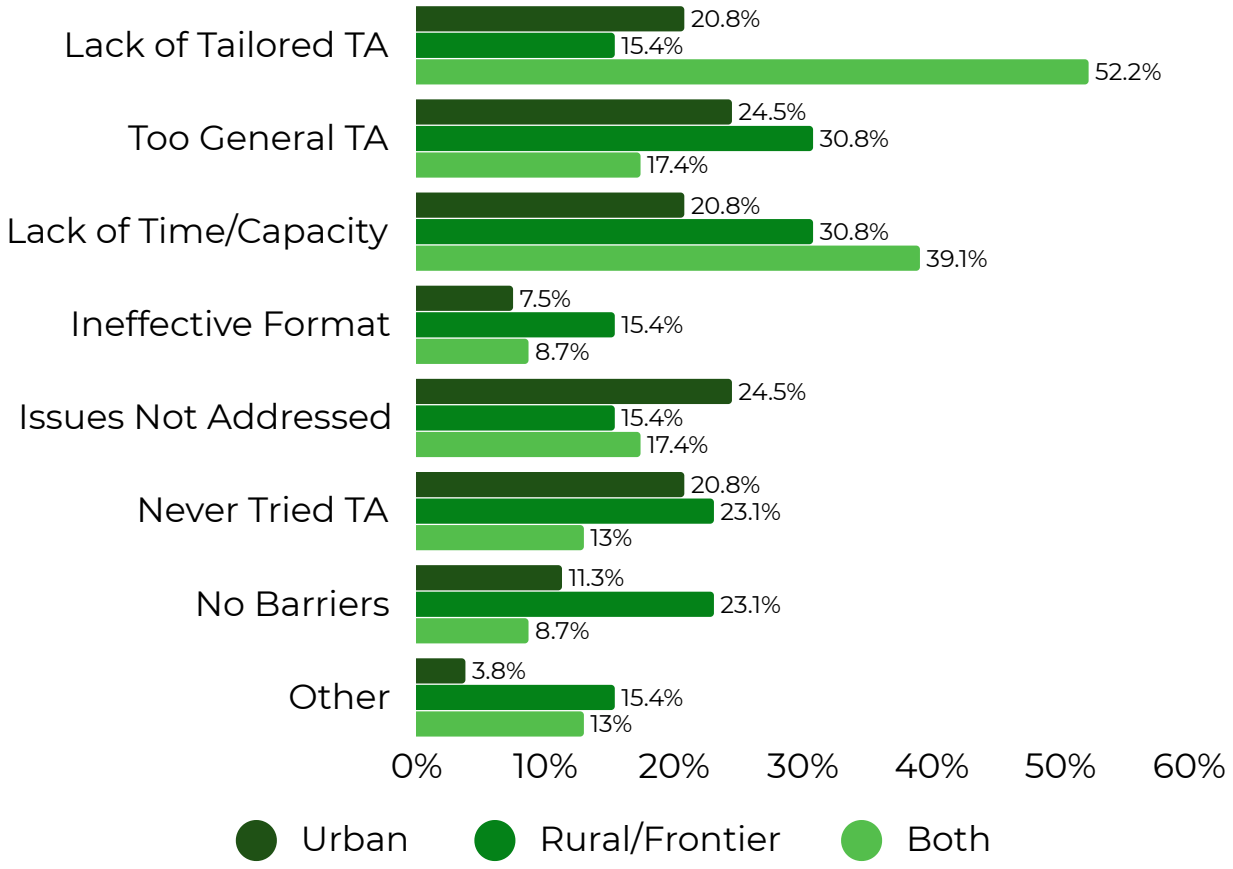
Finding supervisors and gaining clinical hours was the most frequently reported challenge among both urban-only organizations (24.5%) and rural/frontier-only organizations (46.2%). Among organizations serving both urban and rural/frontier areas, becoming an affiliated partner with behavioral health training programs was the most frequently reported challenge (34.8%).

PREFERED TA FORMAT



Urban-only organizations most frequently identified recorded video (45.3%) and toolkits or guides (45.3%) as a preferred TA format, while online modules (53.8%) was most frequently reported among rural/frontier-only organizations. Among organizations serving both urban and rural/frontier areas, toolkits or guides (100%) was the most frequently preferred format.

BARRIERS TO ACCESSING TA



Urban-only organizations most frequently identified too general TA (24.5%) and specific TA issues not addressed (24.5%) as a barrier making it difficult to access or benefit from TA. Too general TA and lack of time or capacity to access TA (30.8%) was most frequently reported barrier among rural/frontier-only organizations. Among organizations serving both urban and rural/frontier areas, lack of tailored TA (52.2%) was the most frequently reported barrier. When rural/frontier-serving organizations were combined (rural/frontier only and both), lack of tailored TA was reported more frequently by rural/frontier-serving organizations than urban-only organizations ($\chi^2(1) = 3.90$, $p = .048$). This again suggests possible need for unique or context-specific TA for rural and frontier serving organizations.

7. WHAT PROVIDERS TOLD US

Open-ended questions related to each challenge were used to gather additional context and identify common themes in participants' experiences. Major emerging themes are summarized below.

Theme	Percent	Provider Response Example
Insurance Reimbursement	30.51%	"There have been multiple changes in Medicaid that impact billing for services"
Licensing & Regulation	23.73%	"The documentation and regulatory requirements remain strenuous and time-consuming..."
Medicaid Insurance Policy	26.92%	"...low reimbursement rates due to non compliance with federal and state parity guidelines."
Service Delivery Policy	26.92%	"Lack of policy on accountability standards in behavioral healthcare systems and services. "
Supervision Barriers	33.33%	"The criteria for being a supervisor and thus supervising Marital and Family interns is a barrier..."
Supervision Access	20%	"Due to rural/frontier logistics it is hard to find good supervisors even by tele-supervision it is not always conducive for our students and the staff deficits these organizations are already working with."

8. RECOMMENDATIONS & TA PLANS

Based on what we heard, BeHERE NV and partners can strengthen the impact of technical assistance across Nevada by:

1

Develop practical, provider-focused resources.

Create easy-to-use toolkits, guides, checklists, and FAQs addressing high-priority needs such as Medicaid, billing, licensing, regulations, and supervision.

2

Provide timely, accessible expert support

Establish office hours and expand webinars, one-on-one consultation, and written support to help providers navigate complex and changing requirements.

3

Strengthen policy communication & navigation

Translate state and federal policy changes into clear, actionable information and improve access to information about BH initiatives and requirements.

4

Target rural/frontier and workforce needs

Continue developing TA and partnerships that address limited access to supervisors, licensure prep, training opportunities, and workforce capacity in rural and frontier communities.

THANK YOU
TO ALL WHO PARTICIPATED.

Your insights will help shape BeHERE NV's technical assistance plan and guide how we support, strengthen, and sustain Nevada's behavioral health workforce.

NEED SUPPORT?

BeHERE NV's Technical Assistance initiative is dedicated to providing accessible, responsive, and informed support that strengthens Nevada's behavioral health systems and workforce.

CONTACT US

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(702)-929-3673

beherenv.org/technical-assistance

HOW CAN WE SUPPORT YOU?

Scan the QR code to submit a TA Request to BeHERE NV

ANALYSIS & REPORT DEVELOPMENT

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